

**CITY OF SANTA BARBARA EMPLOYEE COMPENSATION MATRIX**  
**UPDATED 07/25/2013**

Note: This summary of compensation is presented as a courtesy only. Please see applicable memoranda of understanding and other official documents for full information. If you have a suggestion to improve this document, please call **Kristy Schmidt, Employee Relations Manager** at (805) 564-5306.

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
<b>BARGAINING UNIT INFO</b>										
<b>CURRENT MOU TERM</b>	7/1/12-9/30/13 <b>In Negotiations</b>	1/01/11 - 12/31/13	11/01/08-12/31/10 <b>Extended to 12/31/2013</b>	07/01/10-6/30/2013 <b>In Negotiations</b>	07/01/10 – 6/30/2013 <b>In Negotiations</b>	07/01/07-12/31/10 <b>Extended to 6/30/2014</b>	7/1/2012 - 6/30/2013 <b>Extended to 6/30/2015</b>	n/a salary plan expires 6/30/2015	07/01/12-12/31/13	07/01/12-6/30/2015
<b>APPROX # POSITIONS</b>	432	133	324 +/-	51	135	94	75	65	9	5
<b>AGENCY SHOP</b>	YES	YES	YES	NO	NO	NO	NO	NO	NO	NO
<b>REPRESENTATION</b>	S.E.I.U. 620	S.E.I.U. 620	S.E.I.U. 620	S.B.P.O.A.	S.B.P.O.A.	S.B.C.F.A.	S.B.S.B.U.	None	S.B.P.M.A.	S.B.F.M.A.
<b>UNIT #s</b>	14	19	18	29	24	34 -Suppression 39 -Prevention	4	1 -Exec 2 -Non-exec 21 -Police Chief 22 -Deputy Pol Chf 31 -Fire Chief 32 – Fire Ops Div. Chief	23	33
<b>UNREP EMPLOYEES WITH SIMILAR BENEFITS</b>	Confidential Employees- Unit 16 Get 2.5% conf. Pay, approx.# 36	n/a	Non-union Hourly Employees Unit 17, approx.# 322	n/a	n/a	n/a	Confidential Supervisors Unit 4 Get 2.5% conf. pay, approx.# 2	n/a	n/a	n/a
<b>SALARIES</b>										
<b>ACROSS-THE-BOARD WAGE INCREASES THIS MOU</b>	None	12/28/13 3.0%	Regular classes 10/11/08 2.5% 10/10/09 1.5%  Hourly classes: See longevity pay	7/14/12 0.5% 1/12/13 1.0% 6/29/13 1.0%	10/8/11 0.5% 1/14/12 1.0% 7/14/12 1.5% 1/12/13 1.5%	07/07/07 3.0% 01/05/08 2.0% 07/05/08 3.0% 01/03/09 2.5% 01/04/09 3.0% 01/02/10 2.5% 6/18/11 1.5% 1/14/12 1.5% 7/14/12 1.5% 1/12/13 1.5%	6/29/13 2.0% 6/28/14 2.0%	6/29/13 2.0% 6/28/14 2.0%	1/12/2013 3.0%	7/14/12 2.0% 1/12/13 1.0% 1/11/14 2.5% 1/10/15 2.0%
<b>(UNPAID FURLOUGH</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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<b>FUTURE ADDITIONAL SPECIAL ADJUSTMENTS BY CLASSIFICATION</b>	None	None	None	None	None	None	None	None	None	None
<b>PREMIUM &amp; SPECIAL PAYS</b>										
<b>BILINGUAL PAY</b>	\$64/biweekly	\$64/ biweekly	n/a	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	\$51.20/biweekly	\$64.00/biweekly	n/a	Intermediate: \$51.20/biweekly, Advanced: \$102.50/biweekly	n/a
<b>SHIFT DIFFERENTIAL PAY</b>	Swing shift - \$1.35/hour Graveyard shift - \$2.90/hr	Swing shift - \$1.15/hour Graveyard shift - \$2.60/hr	n/a	Swing shift - \$64/biweekly Graveyard shift - \$128/biweekly	n/a	n/a	n/a	n/a	n/a	n/a
<b>SPECIAL ASSIGNMENT PAY</b>	Waterfront Maintenance Dive Pay Differential: \$2.90/hr	Airport and Harbor Special Duty Assignments: 2%  Lead Harbor Patrol Officer: 5%	n/a	n/a	Up to 6% Special Assignment Pay (2% per assignment, retained after assignment ends)  Canine pay: \$33.18/hour, 6 hours biweekly max unless approved for more (will increase same % as base salaries)	Hazardous Materials Team: 5% Hazardous Materials Tech  7% Hazardous Materials Specialist  Lead Firefighter: 7.5% differential  Lead Captain: 10% differential	n/a	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee	0%-20% while assuming specialty assignment, upon recommendation of City Administrator and approval of Finance Committee
<b>CERTIFICATION PAY</b>	Engineer Registration Pay 5%	n/a	n/a	Emergency Medical Dispatch Pay 5%	n/a	n/a	Engineer Registration Pay 5%	n/a	n/a	n/a

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<b>EDUCATIONAL INCENTIVE PAY</b> <i>(See also: Educational Reimbursement)</i>	n/a	n/a	n/a	n/a	P.O.S.T. Educational incentive:  Police Officer Intermediate - \$396/month, Police Officer Advanced - \$603/month.  Sergeant Intermediate - \$420, Sergeant Advanced - \$656	n/a	n/a	Police Chief & Deputy Chief P.O.S.T. Educational incentive: Advanced - \$656/month	P.O.S.T. Educational incentive: Advanced - \$656/month	n/a
<b>STANDYBY PAY</b>	2 hours pay for up to 8 hours on standby, ¼ hour pay for each hour on standby for periods of 24 hours or more	2 hours pay for up to 8 hours on standby	1 hour of pay at straight time for up to 8 hours of standby.	2 hours pay for up to 8 hours on standby, 07/05/08 3 hours pay for up to 8 hours on standby	2 hours pay for up to 8 hours on standby, 07/05/08 3 hours pay for up to 8 hours on standby	Prevention only-hourly standby pay \$5.41/hour	2 hours pay for up to 8 hours on standby	n/a	n/a	n/a

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<b>CALL BACK PAY</b>	Two hours minimum at overtime rate..  Rest period: If called out on an emergency 3 hours or more before the beginning of regularly scheduled shift, he/she will be provided paid leave time to allow 5 hours off-duty before reporting for the next regularly scheduled shift.	Two hours minimum at overtime rate.  Rest period: If called out on an emergency 3 hours or more before the beginning of regularly scheduled shift, he/she will be provided paid leave time to allow 5 hours off-duty before reporting for the next regularly scheduled shift.	Two hours minimum at straight time	If called in when off duty for ten hours or more, compensated with three hours of pay at overtime rate. If called in when off duty for less than ten hours, compensated with four hours of pay at overtime rate.  Min. ½ hour for home phone calls	If called in when off duty for ten hours or more, compensated with three hours of pay at overtime rate. If called in when off duty for less than ten hours, compensated with four hours of pay at overtime rate.  Min. ½ hour for home phone calls	If called back for overtime, employee will receive no less than 2 hours overtime pay.	n/a	n/a	n/a	n/a
<b>TRAINING PAY</b>	n/a	n/a	n/a	n/a	Entry level= full City Pay while at Police Academy	n/a	n/a	n/a	n/a	n/a
<b>LONGEVITY PAY</b>	n/a	n/a	Must have worked combined 1040 hrs in last 2 fiscal years  Wage rates for hourly classes: 1 Year: no less than \$10.50/hr 2 Years: no less than \$12.20/hr 3+ Years: no less than \$13.25/hr	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>ACTING OUT OF CLASS PAY</b>	Yes (5% min.)	Yes (5% min.)	n/a	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)	Yes (5% min.)

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<b>OVERTIME PAY ELIGIBILITY</b> <i>(see also Comp Time)</i>	Yes Time and one half for non-exempt & straight time for exempt.	Yes Time and one half for non-exempt & straight time for exempt.	Yes Time and one half for non-exempt.	Yes Time and one half.	Yes Time and one half.	Yes Time and one half for over schedule. (56 hr shift = plus avg. 3 hrs/week on regular schedule)	Yes Time and one half for non-exempt & straight time for exempt.	No	No (Except 1.5 time for emergency duty, disasters, mutual aid)	Yes. Straight time, increasing to 110% effective 7/13/14  (1.5 time for reimbursed mutual aid)
<b>RETIREMENT</b>										
<b>RETIREMENT NEW EMPLOYEES HIRED POST-1/1/2013</b> <i>(Public Employees Pension Reform Act of 2013)</i> EE= employee paid ER= City paid	Misc: 2%@62 EE: 6.75% ER: 23.635%	Misc: 2%@62 EE: 6.75% ER: 23.635%  Harbor Patrol: Sworn: 2.7%@57 EE: 12.75% ER: 35.163%	Limited # in PERS	Misc: 2%@62 EE: 6.75% ER: 23.635%	Sworn: 2.7%@57 EE: 12.75% ER: 35.163%	Sworn: 2.7%@57 EE: 11.25% ER: 35.264%	Misc: 2%@62 EE: 6.75% ER: 23.635%  Harbor Patrol: Sworn: 2.7%@57 EE: 12.75% ER: 35.163%	Misc: 2%@62 EE: 6.75% ER: 23.635%  Police Sworn: 2.7%@57 EE: 12.75% ER: 35.163%  Fire Sworn: 2.7%@57 EE: 11.25% ER: 35.264%	Police Sworn: 2.7%@57 EE: 12.75% ER: 35.163%	Fire Sworn: 2.7%@57 EE: 11.25% ER: 35.264%
<b>CLASSIC EMPLOYEES (PRE-1/1/2013) RETIREMENT FORMULA</b>	2.7% @ 55	Misc. 2.7% @ 55 Harbor Safety 3% @ 50	Limited # in PERS	2.7% @ 55	3% @ 50	3% @ 50}	Misc. 2.7% @ 55 Harbor Safety 3% @ 50	Misc. 2.7% @ 55 Fire/Police 3% @ 50	3% @ 50	3% @ 50

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<b>CLASSIC EMPLOYEES (PRE-1/1/2013)</b>  <b>TOTAL EMPLOYEE PAID CALPERS</b>	FY 14 = <u>8.223%</u> <i>Note: .223% paid through CA Govt Code section 20516(a)</i>	<u>Misc.-</u> FY 14 = <u>8.223%</u> <i>Note: .223% paid through CA Govt Code section 20516(a)</i>  <u>Harbor Safety-3%</u> from 6/18/11 through 12/31/2013 only. <i>Note: Reimbursed to City- CA Govt Code section 20516(f)</i>	Limited # in PERS	FY 14 = <u>8.223%</u> <i>Note: .223% paid through CA Govt Code section 20516(a)</i>	<u>2.266%</u> through 6/30/13 only  <u>0%</u> thereafter	FY 14= <u>2.982%</u>	<u>Misc.-</u> FY 14 = <u>8.223%</u> <i>Note: .223% paid through CA Govt Code section 20516(a)</i>  <u>Harbor Safety-3%</u> <i>Note: Reimbursed to City- CA Govt Code section 20516(f)</i>	<u>Misc. –</u> FY 14 = <u>8.223%</u> <i>Note: .223% paid through CA Govt Code section 20516(a)</i>  <u>Fire Safety-</u> FY 14= <u>2.982%</u>  <u>Police Chief and Deputy Chief-3%</u> <i>Note: Reimbursed to City- CA Govt Code section 20516(f)</i>	FY 14= <u>2.88%</u>	FY 14= <u>4.5%</u>  (Increasing to <u>7%</u> effective 1/11/14 and to <u>9%</u> 1/10/15)

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<b>CLASSIC EMPLOYEES (PRE-1/1/2013)</b>  <b>TOTAL CITY PAID CALPERS (Employer Rate + EPMC + PERS-on-PERS roll-up*)</b>  <i>*Also referred to as "EPMC reported as special compensation"</i>	FY14 = 23.412% (ER rate) 0% (EPMC) <u>0% (Roll-up)</u> <b>23.412% Total</b>	<u>Misc.</u> FY14 = 23.412% (ER rate) 0% (EPMC) <u>0% (Roll-up)</u> <b>23.412% Total</b>  <u>Harbor Safety</u> FY14 = 35.163% (ER rate) 9.0% (EPMC) <u>3.975% (Roll-up)</u> <b>48.138% Total</b> ↑ Note: employee reimburses City 3% of this	Limited # in PERS	FY14 = 23.412% (ER rate) 0% (EPMC) <u>0% (Roll-up)</u> <b>23.412% Total</b>	FY13 = 34.396% (ER rate) 6.734% (EPMC)* <u>2.770% (Roll-up)</u> <b>43.900% Total</b> *temp reduction  FY14 = 35.163% (ER rate) 9.0% (EPMC) <u>3.975% (Roll-up)</u> <b>48.138% Total</b>	FY14 = 35.264% (ER rate) 6.018% (EPMC) <u>2.484% (Roll-up)</u> <b>43.766% Total</b>	<u>Misc.</u> FY14 = 23.412% (ER rate) 0% (EPMC) <u>0% (Roll-up)</u> <b>23.412% Total</b>  <u>Harbor Safety</u> FY14 = 35.163% (ER rate) 9.0% (EPMC) <u>3.975% (Roll-up)</u> <b>48.138% Total</b> ↑ Note: employee reimburses City 3% of this	<u>Misc.</u> FY14 = 23.412% (ER rate) 0% (EPMC) <u>0% (Roll-up)</u> <b>23.412% Total</b>  <u>Police Safety</u> FY14 = 35.163% (ER rate) 9.0% (EPMC) <u>3.975% (Roll-up)</u> <b>48.138% Total</b> ↑ Note: employee reimburses City 3% of this  <u>Fire Safety</u> FY14 = 35.264% (ER rate) 6.018% (EPMC) <u>2.484% (Roll-up)</u> <b>43.766% Total</b>	FY14 = 35.163% (ER rate) 6.12% (EPMC) <u>2.527% (Roll-up)</u> <b>43.810% Total</b>	FY14 = 35.264% (ER rate) 4.5% (EPMC) <u>1.789% (Roll-up)</u> <b>41.553% Total</b>  (EPMC decreasing to 2% effective 1/11/14 and to 0% 1/10/15, then City will pay only ER rate)
<b>HOURLY RETIREMENT RATE</b>	n/a	n/a	(Most hourly) 1.3% City 6.2% Employee	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>RETIREE MEDICAL</b>	\$9.65 /month/yr of service, \$337.75/mo max until age 65	\$8.95 /month/yr of service, \$313.25/mo max until age 65	n/a	\$9.10/month/yr of service, \$318.50/mo max until age 65	\$9.10/month/yr of service, \$318.50/mo max until age 65	\$10/month/yr of service, \$350.00/mo max until age 65	\$9.65/month/yr of service, \$337.75/mo max until age 65	\$10.50/month/yr of service, \$367.50/mo max until age 65	\$10.50/month/yr of service, \$367.50/mo max until age 65	\$10.50/month/yr of service, \$367.50/mo max until age 65
<b>CITY CONTRIBUTION TO 457 OR OTHER DEFERRED COMPENSATION</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

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<b>SICK LEAVE PAYOUT AT RETIREMENT</b>	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula ( <i>Optional: lump sum cash purchase value of annuity in lieu of annuity</i> )	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. Safety Subject to 90% retirement cap. ( <i>Optional: lump sum cash purchase value of annuity in lieu of annuity</i> )	n/a	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula ( <i>Optional: lump sum cash purchase value of annuity in lieu of annuity</i> )	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. Subject to 90% retirement cap. ( <i>Optional: lump sum cash purchase value of annuity in lieu of annuity</i> )	Yes, under PERS	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. Safety Subject to 90% retirement cap. ( <i>Optional: lump sum cash purchase value of annuity in lieu of annuity</i> )	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. Safety Subject to 90% retirement cap. ( <i>Optional: lump sum cash purchase value of annuity in lieu of annuity</i> )  Fire only: Yes, under PERS	Annuity: If over 500 hours, 0.004 years of "service credit" for each 8 hours of sick leave, calculated under employee's PERS retirement formula. ( <i>Optional: lump sum cash purchase value of annuity in lieu of annuity</i> )	Yes, under PERS
<b>INSURANCE &amp; CAFETERIA PLAN BENEFITS</b>										
<b>MEDICAL CITY PAID MAX. FAMILY</b>	\$990.01/month	\$1009.43/month	\$80/quarter towards insurance if qualified	\$1,374.64 monthly	\$1,374.64 monthly	\$1,412.70 monthly	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan
<b>DENTAL CITY PAID MAX. FAMILY</b>	\$82.66/month	\$76.00/month	n/a	\$65.00/month	\$65.00/month	\$52/month	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan
<b>VISION CITY PAID MAX. FAMILY</b>	\$10.21/month	\$9.26/month	n/a	\$7.50/month	\$7.50/month	Employee paid	See cafeteria plan	See cafeteria plan	See cafeteria plan	See cafeteria plan
<b>MAX. CASH IN LIEU OF BENEFIT/ CAFETERIA 125 PLAN</b>	\$362.38/month	\$313.74/month	n/a	\$500/month	\$500/month	\$232.84/month	\$1011/month	Group 2 \$1676/month Group 1 (Exec) \$1718/mo	\$1676/month	\$1676/month
<b>SOCIAL SECURITY &amp;/OR MEDICARE</b>	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)	Medicare Only (City pays 1.45%)
<b>LIFE INSURANCE COVERAGE (CITY PAID)</b>	\$50,000 life plus equal ADD	\$50,000 life plus equal ADD	n/a	\$50,000 life plus equal ADD	\$75,000 life plus equal ADD	\$75,000 life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD	1 x annual salary in life plus equal ADD



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<b>CALIFORNIA STATE DISABILITY INSURANCE &amp; PAID FAMILY LEAVE (SDI/PFL)</b>	Employee Paid (1%)	Employee Paid (1%)	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>SHORT TERM DISABILITY INSURANCE</b>	See above	See above	n/a	Optional Employee Paid (\$15.14/mo)	Optional Employee Paid (\$15.14/mo)	Through the Association	Optional Employee Paid (\$19.82/mo)	Optional Employee Paid (\$22.02/mo)	Optional Employee Paid (\$22.02/mo)	Optional Employee Paid (\$22.02/mo)
<b>LONG TERM DISABILITY</b>	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	n/a	Through the Association	Through the Association	Through the Association	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid	\$0.5/\$1000 of salary City Paid
<b>FLEXIBLE SPENDING DEPENDENT CARE AND/OR MEDICAL SAVINGS ACCOUNT</b>	Both Available	Both Available	n/a	Both Available	Both Available	Both Available	Both Available	Both Available	Both Available	Both Available
<b>EMPLOYEE ASSISTANCE PROGRAM</b>	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)	Yes (City paid)
<b>HEALTH CLUB/EXAMS</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>OTHER</b>	n/a	n/a	n/a	6 mo. health insurance continuation for family in event of line of duty death	6 mo. health insurance continuation for family in event of line of duty death	12 mo. health insurance continuation for family in event of line of duty death	n/a	n/a	n/a	n/a
<b>MONETARY ALLOWANCES</b>										
<b>EDUCATIONAL REIMBURSEMENT</b>	\$1,000/annually  <b>Program suspended</b>	\$1,000/annually  <b>Program suspended</b>  FAA Ground School \$200 one-time	n/a	\$1,000/annually  <b>Program suspended</b>	\$1,000/annually  <b>Program suspended</b>	\$1,000/annually. <b>Program suspended</b>  Plus up to \$400/fiscal year for costs of lodging, meals and mileage for fire service related courses.	\$1,000/annually  Effective 7/1/10 Mgr. Master's Degree (MPA) program eligible  <b>Programs suspended</b>	\$1,000/annually  Master's Degree (MPA) program up to \$9,000  <b>Programs suspended</b>	\$1,000/annually  Master's Degree (MPA) program up to \$9,000  <b>Programs suspended</b>	\$1,000/annually  Master's Degree (MPA) program up to \$9,000  <b>Programs suspended</b>

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<b>UNIFORM ALLOWANCE</b>	City provides uniforms and maintenance	Airport Patrol - \$1064, Harbor Patrol - \$1004, Park Ranger - \$969, To pay for uniforms and maintenance Others: City provides uniforms and maintenance	City provides uniforms and maintenance	\$863/year To pay for uniforms and maintenance	Regular: \$1038 Canine duty: \$1088 Motorcycle or SWAT: \$1238 To pay for uniforms and maintenance	\$595/year To pay for uniforms and maintenance	Airport Patrol - \$1064 Harbor Patrol - \$1004 Others: City provides uniforms and maintenance	Police Chief & Deputy: \$1038/year  Fire Chief, Deputy, & Batt. Chief: \$595/year To pay for uniforms and maintenance	\$1038/year To pay for uniforms and maintenance	\$595/year To pay for uniforms and maintenance
<b>TOOL ALLOWANCE</b>	Mechanics \$750/year	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>SAFETY EQUIPMENT ALLOWANCE (Steel Toed Boots)</b>	\$230/year	\$230/year	\$150/year	n/a	n/a	n/a	\$230/year	n/a	n/a	n/a
<b>CAR ALLOWANCE</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Exec. Only \$610/month	n/a	n/a
<b>PAID OFFSITE PARKING</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

**CITY OF SANTA BARBARA EMPLOYEE COMPENSATION MATRIX  
UPDATED 07/25/2013**

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
OTHER TRANSIT PROGRAMS	<ul style="list-style-type: none"><li>Free carpool /vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>	<ul style="list-style-type: none"><li>Free carpool/ vanpool parking</li><li>Free local bus pass(MTD)</li><li>75% commuter bus or vanpool subsidy(\$150 month)</li><li>City vehicle carpool program</li><li>City vehicles or bicycles for errands</li><li>Emergency ride home</li><li>Bicycle parking</li><li>Prize program</li></ul>
HOUSING PROGRAMS	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program	Coastal Housing Partnership Program
TIME OFF / SCHEDULES										
FLEX SCHEDULE	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments.	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments.  [Patrol may have 4/10, 3/12, and 3/12.5 schedules]	n/a	Standard 4/10, 3/12, or 9/80 schedule.	Standard 4/10, 3/12.5 schedule.	Standard 48/96 Schedule  Prevention= Standard 4/10 schedule	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments.	Flexible scheduling and telecommuting encouraged. Standard 9/80 schedule for most departments. [48/96 for Fire shift managers]	Flexible scheduling and telecommuting encouraged.	Standard 48/96 Schedule for shift Battalion Chiefs  Standard 9/80 schedule for others

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UPDATED 07/25/2013**

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
<b>HOLIDAY CLOSURE</b>	Some City operations to close 12/24 /13 through 1/1/2014. Employees in these operations may work, use their paid time off banks, or take leave without pay.	n/a	n/a (employee work schedules may be affected)	n/a	n/a	n/a	Some City operations to close 12/24 /13 through 1/1/2014. Employees in these operations may work, use their paid time off banks, or take leave without pay.	Some City operations to close 12/24 /13 through 1/1/2014. Employees in these operations may work, use their paid time off banks, or take leave without pay.	n/a	n/a
<b>PAID HOLIDAYS (legal)</b>	10 days: -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	9 days: -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -Last Monday May -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)  <u>Shift workers:</u> Accrue 2.77 hrs biweekly	n/a (see Hourly PTO)	4.3333 hrs holiday accrued biweekly (Equivalent to approx. 14 8-hr days/year)	4.3333 hrs holiday accrued biweekly (Equivalent to approx. 14 8-hr days/year)	<u>40 hr Employees:</u> 10 days -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)  <u>Shift Personnel:</u> 6.5 twenty-four hour shifts (156 hours)	10 days: -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	10 days: -January 1 <sup>st</sup> -3 <sup>rd</sup> Monday in Jan -3 <sup>rd</sup> Monday in Feb -March 31st -Last Monday May -July 4 <sup>th</sup> -1 <sup>st</sup> Monday in Sep -4 <sup>th</sup> Thursday Nov. -Friday after Thanksgiving -December 25 (Max 8 hrs/holiday)	4.3333 hrs holiday accrued biweekly (Equivalent to approx. 14 8-hr days/year)	Shift Fire Mgrs= accrue one 12-hour day per month  Non-shift: 10 days same as other Group II managers

**CITY OF SANTA BARBARA EMPLOYEE COMPENSATION MATRIX  
UPDATED 07/25/2013**

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
<b>PREMIUM FOR WORK ON HOLIDAYS</b>	Pay for work on legal holiday is time and a half plus replacement holiday time off	Pay for work on legal holiday is time and a half plus replacement holiday time off	Pay is time and a half for work on the following holidays: Thanksgiving Day, Christmas Day, New Years Day, Labor Day, 4 <sup>th</sup> of July, and Memorial Day	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>HOLIDAYS (PERSONAL)</b>	4 8-hr days (32 hours max.)	4 8-hr days (32 hours max.)	n/a (see Hourly PTO)	Included in holidays allowance	Included in holidays allowance	4 days (32 hours max.) for 40 hr employee, Included in holidays allowance for shift	4 8-hr days (32 hours max.)	4 8-hr days (32 hours max.)	Included in holidays allowance	Shift: Included in holidays allowance  Non-shift: 4 8-hr days (32 hours max.)
<b>HOLIDAY CASH OUT</b>	Only if work on legal holiday and not able to take another day off within 30 days	Only if work on legal holiday and not able to take another day off within 30 days	n/a	At mgmt discretion, if over 120 hours accrued.	At mgmt discretion, if over 120 hours accrued.	Yes, annually (PERS-able)	Only if work on legal holiday and not able to take another day off within 30 days	n/a	n/a	Yes, annually
<b>HOLIDAY ACCRUAL LIMIT</b>	N/A	N/A	N/A	Mgmt may cash require employee to take or cash out at 120 hours <b>(cash out currently suspended by department)</b>	Mgmt may cash require employee to take or cash out at 120 hours <b>(cash out currently suspended by department)</b>	Employee must either cash-out holiday pay accrued during the year or use it in the next year	N/A	N/A	Hired before 12/2012 = Unlimited  Hired after 12/2012 Mgmt may require employee to take or cash out at 120 hours	Hired before 12/2012 = Unlimited  Hired after 12/2012 Mgmt may require employee to take or cash out at 156 hours

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UPDATED 07/25/2013**

BENEFIT CATEGORY	GENERAL (SEIU)	TREATMENT & PATROL (TAP)	HOURLY	POLICE NON-SWORN	POLICE SWORN	FIRE	SUPERVISOR	UNREP. MANAGERS & ATTORNEYS	POLICE MANAGERS ASSN.	FIRE MANAGERS ASSN.
<b>SICK LEAVE ALLOWANCE</b> <i>(Up to ½ annual accrual, e.g. 6 days, may be used for family sick each year)</i>	Accrue 8 hrs/month 2080 max	Accrue 8 hrs/month 2080 max	n/a (see Hourly PTO)	Accrue 8 hrs/month 2080 max plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	Accrue 8 hrs/month 2080 max, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	40-hr accrue 8 hrs/month, max. hours 1,440. Shift accrue 12 hrs/month, max. hours 2,160.	Accrue 8 hrs/month, 2080 max	Accrue 8 hrs/month, Plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank, Fire shift mgrs accrue 12 hours/month, Plus after 5 yrs accrue 2 days per year up to 30 days max. of non-replenished bank.	Accrue 8 hrs/month, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank	Accrue 8 hrs/month, 2160 max, plus after 5 yrs accrue 16hrs per year up to 240 hr max of non-replenished bank
<b>BEREAVEMENT LEAVE</b>	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	n/a (see Hourly PTO)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	40-hr shift : Up to 5 days (40 hours max.) 56-hr shift: Up to 2 shifts (48 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)	Up to 5 days (40 hours max.)
<b>PTO BANK</b>	n/a	n/a	Accrued at a rate of 0.023 hours per hour of work	n/a	n/a	n/a	n/a	n/a	n/a	n/a
<b>MANAGEMENT LEAVE</b>	n/a	n/a	n/a	n/a	n/a	n/a	n/a	40 hrs	40 hrs	None
<b>EXTENDED PARENTAL LEAVE</b>	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	n/a	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid	Yes – up to 1 year unpaid
<b>VACATION</b>	0 - 2 yrs: 80 hrs 3 - 5 yrs: 104 hrs 6 - 10 yrs: 144 hrs 11 - 17 yrs: 184 hrs 18 - 23 yrs: 200 hrs 24 + yrs: 224 hrs	0 - 2 yrs: 80 hrs 3 - 5 yrs: 104 hrs 6 - 10 yrs: 144 hrs 11 - 17 yrs: 184 hrs 18 - 23 yrs: 200 hrs 24 + yrs: 224 hrs	n/a (see Hourly PTO)	0 - 2 yrs: 80 hrs 3 - 5 yrs: 104 hrs 6 - 10 yrs: 144 hrs 11 - 17 yrs: 184 hrs 18 - 23 yrs: 200 hrs 24 + yrs: 224 hrs	0 - 5 yrs: 80 hrs 6 - 10 yrs: 120 hrs 11 - 25 yrs: 160 hrs 24 + yrs: 200 hrs	56 hour shift: 0 – 9 yrs: 132 hrs 10 + yrs: 204 hrs  40 hour: Same as General Unit	0 - 2 yrs: 96 hrs 3 - 5 yrs: 120 hrs 6 - 10 yrs: 176 hrs 11 - 15 yrs: 200 hrs 16+ yrs: 224 hrs	<u>Group 2</u> 0 – 2 yrs: 120 hrs 3 – 5 yrs: 160 hrs 6 – 7 yrs: 200 hrs 8+ yrs: 224 hrs <u>Group 1 (Exec)</u> 0 – 3 yrs: 160 hrs 4 – 5 yrs: 200 hrs 6+ yrs: 224 hrs	0-2 120 3-5 160 6-7 200 8+ 224	<u>Shift</u> 0-2 180 3-5 240 6-7 300 8+ 336 <u>Non-shift</u> 0-2 120 3-5 160 6-7 200 8+ 224

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<b>VACATION ACCRUAL CAP</b>	256 hours  [Confidential employees: 296]	256 hours Shift employees: 280 hours	n/a	280 hours	280 hours	1 year of accrual	320 hours	392 hours	392 hours	Shift: 528 hours  Non-shift: 352 hours
<b>VACATION CASH OUT</b>	If 80 hrs taken, up to 100 hrs may be cashed in 1x per year  [Confidential employees: None]	If 80 hrs taken, up to 100 hrs may be cashed in 2x per year.  <b>Note: Cash-out suspension in FY13 – FY 14</b>	n/a	If 80 hrs taken, up to 90 hrs may be cashed in 1x per year  <b>Note: Cash-out suspended</b>	If 80 hrs taken, up to 90 hrs may be cashed in 1x per year  <b>Note: Cash-out suspended</b>	40 hour employee: If 80 hours taken, remaining vacation time can be cashed 56 hour employee: If 96 hours taken, remaining “unscheduled” vacation time may be cashed 1x per year	None	None	None	Shift: If 120 hrs taken, up to 168 hrs may be cashed in 1x per year  Non-shift: If 80 hrs taken, up to 120 hrs may be cashed in 1x per year
<b>COMPENSATORY TIME OFF</b>	Yes. Max. balance 100 hours	Yes. Max. balance 100 hours	n/a	Yes. Max. balance 50 hours	Yes. Max. balance 50 hours	Yes. Max. balance Suppression = 108 Prevention= 60	Yes. Max. balance 100 hours	n/a	Yes. City option to cash out.	Yes. Max. balance 48hrs
<b>CATASTROPHIC LEAVE DONATION</b>	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	n/a	Can donate vacation, holiday, or comp time to coworker. Limit 10 hrs/ coworker per quarter.	Can donate vacation, holiday, or comp time to coworker. Limit 10 hrs/ coworker per quarter.	Can donate vacation, unscheduled holiday, or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.	Can donate vacation or comp time to coworker. Must retain 120 hours.
<b>JURY DUTY/COURT PAY</b>	Yes	Yes	n/a	Yes	Yes	Yes	Yes	Yes	Yes	Yes